

PROVIDING ADOPTION SERVICES TO MINORITY FAMILIES

1. Know the Community.
 - a. Demographics.
 - b. Leaders and important contacts.
 - c. Resources and tools of the community.
 - d. Community's view of adoption.
 - e. Community's view of agency.
 - f. Past adoption / foster care efforts in the community.
 - g. Current adoption / foster care recruitment programs there.
 - h. The success / willingness of those programs to coordinate efforts, or to communicate recruitment plans with each other.
 - i. Know the best meeting places in the community.
2. Assess your agency's readiness to work with minority families.
 - a. Does the agency charge a fee?
 - b. Does the agency have an income requirement (does the agency only want upper middle class, middle class professional couples, stay-at-home mother, leave-of-absence from work, own home, separate bedroom for each child, etc.)?
 - c. Does agency accept applications from single men and women; widowed and divorced adults; heterosexual and homosexual adults; adults with a handicap; infertile and fertile persons; young adult, middle-aged, and older persons; all races, ethnic groups, and religious groups? Are there any caveats for each of these groups?

- d. Is the intake procedure warm and inviting or very bureaucratic and interrogative?
- e. Are meetings for applicants during the day and/or night?
- f. How frequently are home study sessions scheduled? Quarterly, monthly, when they have enough to form a group?
- g. Are meeting locations accessible for the targeted group?
- h. Has the application and training material been screened for culturally inappropriate, ineffective, and insensitive content?
- i. Does the agency support best practice (pre-placement, post-placement services; appropriate matches rather than the warm body approach)?
- j. Is training in place to prepare staff for change in content, format, work hours, and community outreach? Is on-going training budgeted? Can time for internships be provided in minority agencies?
- k. Is there a need to hire additional staff (because of language, racial, ethnic, or gender issues in the community)?

Black Adoption Services / TRAC.
Providing Adoption Services to African American Families. March, 1990 (Adapted)